

Project Concern International



A Romanian – United States Collaboration
**“Working Together to Improve the Lives of Romanian Women,
Children and Families”**

Final Report
February 2000 - August 2002

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EXECUTIVE SUMMARY

The PARTENER Program was designed to complement USAID's efforts related to the Strategic Objective 3.2 through the development and implementation of model partnerships between U.S. volunteers and Romanian organizations, aiming to strengthen the concept of volunteerism in Romania.

The Program facilitated placements of US volunteers to provide training and technical assistance to Romanian organizations that were linked with USAID contractors in health and child welfare as well as local and international NGOs. To facilitate these model partnerships, PCI conducted on-going promotional activities and outreach in Romania and the US and as a result, by the end of the Program, PCI, among other organizations, has supported and sustained an emerging network of volunteers in Romania.

To foster quality of specialized placements, PCI has designed a specially tailored methodology for volunteer screening, orientation and matching to address a variety of placements from those requiring a minimum of support to ones requiring significant planning, organization and follow-up on the part of PCI and other interrelated project personnel.

To facilitate sustainability, PCI linked projects to participant government agencies and NGOs and provided local partners with the tools to acquire self-sufficiency in managing and maintaining services provided to the community.

This report documents progress at the end of the PARTENER Program (February 7, 2000 – August 7, 2002), focusing on program accomplishments, lessons learned and recommendations to improve subsequent programs. Quantitative and qualitative data were used to document achievements and to better understand program strengths and weaknesses.

The specific accomplishments of the PARTENER Program have exceeded those described for completion either in the initial PCI/USAID Contractual Agreement or in the Mid-Term Evaluation Report and the agreed upon Workplan. To document results, several indicators were identified and monitored throughout the program such as number of volunteers recruited and placed, number of Romanian counterpart participants, person-weeks of volunteer service and proportion of volunteer placements that met specified SO 3.2. and 4.2 intermediate results or related programs.

In summary, 65 US volunteers completed their volunteer assignments before the end-date of the program cumulating a total of 247 weeks of volunteer service in Romania, which is the equivalent of 82 volunteer placements with an average of 3 weeks each. All placements supported USAID Strategic Objectives 3.2 and 4.2. of which 55% were health-related and 45% of the placements provided technical assistance in the child welfare sector. Approximately 50 Romanian Partner Organizations (RPOs) designed and hosted placements for U.S. volunteers and an estimated 500 Romanian trainees directly participated in PARTENER training and technical assistance programs, while many more benefited indirectly.

The PARTENER Program exemplifies how people of different cultures, religions, and nationalities can help one another, enrich their own personal and professional lives and help make a difference with Romania's most vulnerable women, children and families.

1. SUMMARY OF OUTCOME INDICATORS

Volunteer placements

- 65 US volunteers completed their assignments by 8/7/02
- 82 Volunteer placements were completed in reference to the 3-week volunteer equivalent
- 100% Proportion of placements that met specified USAID Strategic Objectives 3.2 and 4.2
- 55% Proportion of health-related placements for adults and children
- 45% Proportion of child welfare/social services placements

Romanian Partner Organizations

- 48 Romanian organizations benefited technical assistance from US volunteers
- 50 “Scope of Work” forms were completed to describe the goals and objectives of the respective volunteer assignments
- 500 Romanian staff from partner organizations were estimated to have been trained
- 70 Romanian organizations have expressed interest in the PARTENER Program

Financial status

- 100% Proportion of funds have been used by 8/7/02 according to contract requirements
- 75% Proportion of funds being spent by 2/7/02, the initial end-date of the contract
- 25% Proportion of funds being allocated for the six-month no-cost extension

The table in Appendix 1 (please see page. 19) summarizes the volunteer placements with highlights on the US volunteers and their respective RPO in Romania and the Scope of Work of these partnerships.

Obviously, the accomplishments of the US / Romanian partnerships are not limited to the duration of time that the volunteers are in Romania, as the work continued once the placement concluded. The impact of the US volunteers has been and continues to be profound. The initial placement activity in almost all cases started out small and exploded into a full and unique program that often involved the Ministry of Health and Family (MoHF) and/or the National Authority for Child Protection and Adoption (NACPA), international donors, and to a lesser degree, media and fundraising. This success is attributed to the synergistic combination of the following ingredients:

- ❑ Broad skills and abilities of the volunteers;
- ❑ Individualized attention and coordination by PCI;
- ❑ Competence of the Romanian partner organization; and
- ❑ Support, active involvement and networking with USAID.

Importantly, each volunteer brought not only their considerable individual skills and experience, but also active involvement and support from the institutions and organizations that support the volunteer back in the United States.

2. DESCRIPTION OF PROGRAM IMPLEMENTATION

2.1. Matching US Volunteers with Romanian Partner Organizations (RPOs)

2.1.1. Recruitment, screening and referral of US volunteers

A great deal of effort has been made throughout the program to recruit potential volunteers with matching skills for Romanian organizations that identified specific intervention needs. Generally, volunteers were highly skilled professionals, flexible, culturally sensitive, and able to immediately establish a positive working relationship with the respective Romanian partner organization.

An effective process has been developed including the following:

- ❑ Completion of an application with accompanying documentation such as CV, licenses, references, etc.
- ❑ Phone interviews with the candidate and two reference checks.
- ❑ Once a volunteer was selected to participate, the complete file was forwarded to the Romania office where volunteers were matched with the needs of a Romanian partner organization.

In addition to the activities described above, PCI became a referral agency when potential American volunteers were more suited for alternative programs, such as Volunteer Services Overseas (for British citizens), Freedom House (for lobbying and advocacy) and the Peace Corps (as an alternative for young people interested in long-term placements in Romania).

2.1.2. Screening and referral of Romanian Partner Organizations (RPOs)

PCI completed an informal needs assessment of the current situation in health and child welfare in Romania during the second quarter of the PARTENER Program. As a result, a prioritized list of existing needs in health and child welfare was developed. Based on assessment results, Romanian partners could be identified and American volunteers sought. To complete this assessment, PCI conducted a literature review and completed interviews with key informants. PCI also organized an Advisory Team composed of experts in the health and child welfare fields to help insure transparency and legitimacy of decisions taken in the intervention areas and selection sites.

Once the assessment was completed, PCI developed a screening and referral system. This process was almost identical to the one applied to US volunteers, but more labor intensive as many of the Romanian organizations have never worked with a volunteer before. First, PCI staff verified the legal status of the applicant organization and its capacity to successfully work with a volunteer. Romanian organizations were also required to identify a liaison person to work with the volunteer and help with the appropriate logistics. In addition, RPOs were requested to draft a Scope of Work (SOW) to identify the goals, objectives and expected outcomes of the respective placement. For organizations that needed support and/or volunteers for an extended time period, PCI remained flexible thus trying to meet the needs of the organization. When not possible, RPOs were referred to other programs accommodating longer-term placements. To assess whether an organization had the capacity to work effectively with the PARTENER Program, PCI staff conducted an informal phone interview and made site visits where possible.

Furthermore, PCI acted as a clearinghouse to bridge Romanian needs with a variety of available resources as well as to facilitate networking between various organizations. Materials have also been developed to support Romanian organizations, for example, a list of potential donors for fundraising purposes.

2.1.3. Orientation of US volunteers

Prior to their departure from the US, the volunteers received a comprehensive orientation manual to prepare for living and working in Romania. This manual was adapted by PCI from several sources and included information on ways to prepare psychologically and logistically for coping with problems that may be encountered by the volunteer. Volunteers were urged to remain flexible, persistent and patient with any difficulties while being equally creative and adventurous. The orientation manual answered common procedural and logistical questions that volunteers might have had about visa requirements, weather, housing, safety, travel, etc. The US volunteers also received an information package upon arrival in Romania including information about their actual placement, a cell phone, most useful Romanian phrases, contact information for resource individuals, emergency contact information, local transportation, maps, etc.

2.1.4. Orientation of Romanian Partner Organizations (RPOs)

Once RPOs were selected, PCI initiated a personalized orientation and provided technical assistance based on the earlier assessment of the organizational capacity, which included phone calls and email communication for a better understanding of their role in the partnership. Technical assistance was provided to the RPO to design the Scope of Work, negotiate with the American volunteer, and meet logistic requirements. Romanian organizations were given the final decision-making authority to choose (or not) a volunteer based on their resume, licenses, references, etc. A great deal of technical assistance has been offered to the Romanian organizations, much more than originally anticipated. This was time and energy consuming but the potential mid- and long-term results were more rewarding, and successful.

2.1.5. In-country placement activities in Romania and the US

PCI staff conducted site visits during the actual placement and maintained permanent contact with partner organizations and volunteers, thus allowing the staff to efficiently handle any emergencies and intervene when helpful or necessary. In most instances, PCI staff became an integral component of the respective project, thus becoming a third partner and expanding the original two-way partner concept. This applied especially in those instances when the initial SOW became broader once in-country work actually begun. PCI staff also facilitated various meetings with USAID representatives, government institutions, NGOs, and mass media, to provide an in-depth understanding of Romanian realities, which contributed to an increased visibility of the PARTENER Program.

The active involvement of the USAID leadership in health and child welfare has been instrumental in opening doors for many volunteer activities at the national, regional and local levels. Through USAID support, volunteers were often in direct communication with national and/or local officials leadership that they otherwise wouldn't. USAID continued interest and support also helped highlighting the importance of particular volunteer activities and most likely improved the volunteers' personal and professional satisfaction. Most of the PARTENER volunteers had the opportunity to attend an orientation meeting with USAID and often an exit interview as well.

2.1.6. Exit and follow-up evaluation

The purpose of evaluating the PARTENER Program throughout its duration was to document the accomplishments, lessons learned, and make regular recommendations for improvement. PCI developed systems and tools to collect quantitative and qualitative data to better understand program strengths and weaknesses, as follows:

Quantitative information: As previously mentioned, during the planning stage of the project, PCI completed a needs assessment to provide a prioritized list of existing needs in health and child

welfare. Based on assessment results, Romanian partners could be identified and American volunteers sought.

Qualitative information: When possible, PCI staff informally discussed program weaknesses and strengths with participating Romanian Partner Organizations and US volunteers, usually during the placement. PCI also established an Advisory Team in Romania composed of experts in the health and child welfare fields to help insure transparency and legitimacy of decisions taken and guidance in program improvement. PCI also met with multiple volunteer-based organizations to facilitate the design, implementation and evaluation of the PARTENER Program.

In addition, PCI also developed, pre-tested and implemented the exit and follow-up evaluation forms both for the US volunteers and their respective RPO, thus evaluating the impact of the placement immediately after its conclusion and 3 to 6 months later. More than 90% of the US volunteers and their respective RPO completed the exit evaluation immediately after the placement and met with the PCI staff to discuss results and lessons learned. A summary of the results includes the following:

- The vast majority of respondents (98 percent) indicated that their professional skills and experience were fully utilized.
- All respondents (100 %) felt that the Scope of Work was a useful tool in defining the goals, tasks, responsibilities and expectations.
- Over 90 percent of respondents rated PCI's support and coordination as 'excellent'.

Unfortunately, the response rate for the follow-up evaluation was significantly lower (15 percent), thus the overall analysis of the program's long-term impact is inconclusive and therefore not included in this report.

2.2. Developing sustainable partnerships

Many of the PARTENER placements have resulted in the request for a long-term relationship both on behalf of the US volunteer and the respective Romanian partner organization. This was understandable since an average three-week assignment was only sufficient time to provide orientation and initial interventions.

Additionally, many RPOs were not accustomed to advance planning or had the experience to anticipate how a volunteer would be most helpful. It has been the case that most placements were significantly modified from the initial Scope of Work developed before the arrival of the volunteer, which reflected the rapid growth and development of the Romanian organization regarding their potential to sustaining a long-term collaboration.

As previously mentioned, throughout the program PCI asked the volunteers to summarize their accomplishments, challenges and long-term hopes in a formal report to PCI to better capture their experiences and long-term vision. Almost all volunteers completed the exit evaluation with the vast majority stating that not only will they share their experience with other colleagues, but also that they plan to continue their relationship with the Romanian partner organization.

Frequently, the US volunteer and partner organization continued to work together to exchange information and resources, usually through email, phone calls and by sending educational information and resources. In several instances, PCI has supported the cost of mailing heavy materials (books, teaching manuals, etc.) to host organizations. It has also become quite frequent for volunteers to donate personal resources to the organization they provided technical assistance to, raise funds either as an individual or through their place of employment, and/or apply for grants to support the respective RPO. These post placement activities usually took place independent of PCI, but nonetheless were considered a long-term partnership.

The great limitation of developing institutional partnerships (as originally envisioned) consisted in the lack of funding attached to the PARTENER program to support long-term joint projects. Despite this limitation, individual and/or institutional partnerships between US volunteers or organizations and RPOs emerged and flourished.

2.3. Promoting volunteerism in Romania

Since the beginning of the PARTENER Program, efforts were made to promote volunteerism in Romania as the need for promotion of individual volunteers was declining. Immediately after program initiation, PCI took every opportunity to present and raise interest in the PARTENER Program through participation in local and international events such as the Annual Meeting of the American Public Health Association, Romanian NGO Fairs, Romanian National Health Promotion Conferences in Romania, etc. In addition, several meetings were organized with key-stakeholders to present the PARTENER program and explore potential collaborations.

As part of promoting the volunteer program, PCI established a toll-free phone number during the first quarter of the PARTENER program to encourage potential volunteers to have easy access to volunteer opportunities and other information concerning Romania. In addition, various program brochures, posters, and fact sheets were developed and disseminated to numerous individuals and organizations.

Furthermore, the PCI staff wrote and designed a web site to provide detailed information on the PARTENER program in English and Romanian, thus eliminating any language barrier. The Romanian web site was frequently used by Romanian organizations and resulted in many inquiries, although at that time the best outreach tool still consisted of classic mail and press articles. PCI also developed a PARTENER logo symbolizing the concept of partnership.

The kick-off campaign in the US and Romania, although originally small and contained, grew into a large public event, especially in Romania where it developed into a massive event: 950 individuals and organizations received the mailing and were invited at a reception held at His Excellency Mr. Rosapepe's residency on September 28, 2000. Over 450 persons attended the huge reception while in the morning of the same day, a press conference took place at the American Cultural Centre in Bucharest and 20 journalists were present. The US Embassy staff and USAID were instrumental in helping to organize and support these two events in Bucharest. Not only were local and regional NGOs present, but US and Romanian leadership also attended, e.g.: Ms. Kathy Headlee (former PCI Board member), Members of the Romanian Parliament, decision makers from the National Government and the international donor community. PCI is still reaping the rewards of the successful kick-off campaign and inquiries are still coming in from those who first heard about the program approximately two years ago, although the PARTENER program came to its completion in August 2002.

Finally, in support of the year 2001 being declared the UN International Year of Volunteerism, PCI participated in this worldwide movement by attending the 1st National Conference on Volunteerism organized in December 2001 in Cluj-Napoca. This event itself presented not only an extraordinary opportunity to increase the visibility of the PARTENER program but to equally advocate for the promotion of volunteerism in Romania. Among the most important outcomes of this conference was the creation of the Romanian National Council of Volunteerism, which became a pivotal instrument to achieving the goals set by the participants to the 2001 National Conference on Volunteerism. PCI, among other 26 Romanian organizations operating with volunteers, became a founding member of the National Council of Volunteerism, and participated in the activities set by the conference for 2002.

3. CHALLENGES AND LESSONS LEARNED

In principle, the PARTENER program was designed to be driven by Romanian needs first, with US recruitment to follow. In real life however, the theoretical model had to be adjusted to practical realities. Because of a sustained marketing effort at the beginning of the program aiming to raise awareness and inform potential US volunteers about the exciting volunteer opportunities in Romania, PCI initially received more applications from volunteers than number of available placements or requests submitted by RPOs. Therefore, although the local needs were supposed to lead to volunteer recruitment, the program had to take into account the US volunteers' applications before identifying and selecting a certain number of RPOs according to the total of possible placements.

Furthermore, the RPOs' requests for technical assistance were extraordinarily broad, thus exhausting scarce resources, particularly staff time. Approximately fifty intervention areas were included in the priority list, from fundraising to life skills training, to medical interventions to improve newborn mortality. As a result, PCI had to review whether to continue this broad approach or limit placements to the most significant intervention areas.

Although working with volunteers is meaningful and rewarding, it is equally time consuming, labor intensive and expensive, especially in terms of staff time and precious resources. In the end, almost each volunteer placement has become a mini-program, thus requiring skills in program planning, implementation, and evaluation on behalf of the volunteer, the Romanian organization and PCI staff. This became even more complicated given the broad vision of the volunteer, a relatively short placement (averaged at three weeks) and the RPOs' limited experience in developing and negotiating a SOW prior to the arrival of the volunteer. To overcome these barriers and to successfully facilitate this process, the PCI staff had to work closely with the respective RPO before and during the actual placement.

The recruitment and selection of US volunteers can take up to two months to check references, receive licenses and certificates, and perform a police check (if appropriate), etc. Because the US volunteers tend to be professionals they must plan their Romanian trip far in advance, while the Romanian organizations may want a volunteer immediately. The reality is that it takes at least three months for the Romanian organization to finalize the scope of work and up to six months before the volunteer actually comes to Romania. These different expectations have unfortunately led to difficult situations that require strong negotiation skills from PCI staff.

According to the initial Workplan, PCI agreed to develop a quarterly newsletter. The newsletter was initially viewed as a recruitment tool for U.S. volunteers. However, given the successful kick-off campaign in the US it wasn't viewed as useful or cost efficient to develop a newsletter for recruitment. Upon reflection, PCI determined to postpone the development of the newsletter and to change its focus, though an initial draft was prepared in the third quarter of year one. Therefore the newsletter was disseminated early in year two with the goal of networking and promoting the concept of volunteerism, as opposed to focusing on recruiting and fundraising.

4. CONCLUSIONS

In part through volunteering, Romanians are beginning to work together to resolve problems and rebuild a sense of “community” that was destroyed under almost fifty years of Communism. The Partener Program applauds Romania’s flourishing volunteer movement and is proud to have played a minor role in its growth and development over the past 2.5 years. The Partener Program was developed to create practical, low-cost solutions to the most pressing problems identified by Romanian leaders and institutions – and so it has. In the conclusion of the Partener Program, 65 skilled, resourceful and flexible American volunteers completed volunteer assignments in Romania in the health or child welfare sector. Over 50 Romanian Partner Organizations from around the country designed and hosted placements, and an estimated 500 Romanian trainees directly participated in PARTENER training and technical assistance programs, while many more benefited indirectly.

“We feel that volunteering for Romanian organizations– whether NGO, government, business, or civic – are the essential building blocks to reconnecting Romanians. I love that I can support this effort!”

American volunteer – Bucharest, March 2002

Through the Partener Program, PCI provided numerous NGOs and local governments with solid practical advice on working with both international and local volunteers. PCI provided guidance to Romanian NGOs and local governments on promoting volunteerism and explored development of strategic and long-term alliances that match the needs in health and child welfare with motivated, business-wise volunteers. Partener volunteers provided their counter parts with increased skills in health and social services and technical expertise in grant writing, program development, teamwork, time management and other key skills.

USAID’s vision and PCI’s implementation exemplifies how Romania’s flourishing volunteer movement benefits all those involved – the givers, the receivers, and the society-at-large.

5. APPENDIX

- A.** Summary of PARTENER Volunteers, February 2000 – August 2002
- B.** Financial Status Report: SF269 for the period ending August 7, 2002
- C.** Complete package of PARTENER forms
- D.** PARTENER Program brochure in English and Romanian
- E.** PCI newsletter, “Concern News” highlighting a volunteer placement through the PARTENER Program
- F.** PCI Romania newsletter featuring the PARTENER Program
- G.** Documentation of a PARTENER success story
- H.** Photographs of volunteers working with their Romanian partner organizations

APPENDIX A: Summary of PARTENER Volunteers, February 2000 – August 2002

No.	U.S. volunteer name and title	Romanian partner organization/s	County	Period of time	No. of Volunteer weeks	Summary of Scope of Work
1.	Casie BUCKNER	The Pro-Child Federation	Bucharest based, nationwide	09/01/00 - 04/30/01	40	Assist Pro-child to become a Romanian Federation; Networking and outreach. Help recruit for replacement
2.	Chris VEALE	Rural dispensaries through John Snow Inc.	Botosani	09/07/00 - 09/21/00	2	Training for physicians and nurses to integrate family planning services into the primary health care; implement existing protocols; helps to adopt a client-centered approach in their training activities
3.	Karen SCHMIDT	Factories in sector 6	Bucharest	09/07/00 - 09/30/00	3	Training on facilitation and marketing skills of peer educators to improve communication among women workers
4.	Pat SAUNDERS	Polizu Maternity Hospital	Bucharest	10/01/00 - 11/15/00	6	Organize a hands-on training to increase knowledge, skills and transfer skills to Romanian para-medical personnel (nurses) in health and child welfare for high risk, critically-ill newborns
5.	Robbie ROSE			10/01/00 - 10/21/00	3	
6.	Dave CROTWELL			10/01/00 - 10/21/00	3	
7.	Susan BERENDS			10/01/00 - 10/21/00	3	
8.	Ora GREER			10/01/00 - 10/21/00	3	
9.	Mark ANTHONY			10/01/00 - 10/21/00	3	
10.	Daniel GURR	Emergency Hospital Ministry of Health Nursing Association Princess Lia Foundation	Bucharest	11/10/00 - 11/15/00	1	Assessment of training/ TA needs in emergency medicine and assesses potential future collaboration between Harvard and emergency medicine; nursing training; breast cancer screening. Assists in proposal writing
11.	Ted BROWN	Emergency Hospital Ministry of Health Nursing Association Princess Lia Foundation	Bucharest	11/10/00 - 11/15/00	1	Assessment of training/ TA needs in emergency medicine and assesses potential future collaboration between Harvard and emergency medicine; nursing training; breast cancer screening. Assists in proposal writing
12.	David TIMBERLAKE	Romanian Public Health and Management Association	Bucharest	01/08/01 - 01/28/01	3	Assists and trains Romanian counterparts in superior statistical analysis of the national reproductive health surveys; SAS training; STATA 6.0 training.

13.	Donald ZEIGLER	National Center for Health Promotion	Bucharest, Calarasi	01/28/01-02/17/01	3	Assists in design of the WB Loan II, Tobacco control program; begin organizing NGO response to tobacco cessation in Romania
14.	Sue Ann RUST	Polimed APACA Clinic	Bucharest	02/11/01 - 05/10/01	13	Assist Polimed APACA Clinic to design and run a cervix & breast cancer screening model
		ProWomen, Iasi	Iasi			Assist Cuza Voda Clinic with their clinical protocols
15.	Wilbur RUST	Polimed APACA Clinic	Bucharest	02/11/01 - 05/10/01	13	Assist Polimed APACA Clinic to design and run a cervix & breast cancer screening model
		Cuza Voda Clinic, Iasi	Iasi			Assist Pro Women Iasi to design a proposal
16.	Jay SORENSEN	Hope of Angels Foundation, Lugoj	Timis	02/12/01 - 03/03/01	3	TOT on PC skills and English lessons targeting children with disabilities
17.	Dave LARKY	Foundation for Economic Development Craiova	Dolj	03/06/01 - 03/31/01	3	Assist in capacity building and development of long-term business plan & financial plans
18.	Susan WAHLSTROM	Praid village, Romania		03/25/01-03/26/01	1	Delivery and demonstration of equipment to a health clinic in Praid, Romania
19.	James WAHLSTROM			03/25/01-03/26/01	1	
20.	Jeffrey PIEJAK	DRG Project	Bucharest	04/02/01 - 04/15/01	2	Help in design and analysis hospital management reports; review current hospital management reports; supports DRG team
21.	Jan TOOHEY	Probation center	Timisoara	04/03/01-04/28/01	3	Teaching medical staff and inmates on healthy lifestyle, including sexually transmitted infections
22.	Shirley NEWCOMB	Probation center	Timisoara	04/03/01-04/28/01	3	Teaching medical staff and inmates on healthy lifestyle, including sexually transmitted infections
23.	Karen Fern GREENWELL	10 DPCs	National	04/16/01-04/27/01	2	Worked with the Directors of ten DPC's on a decade long study of institutionalized children.
24.	Mary Teresa WEBB	Health psychologists association	Cluj	04/17/01 - 05/11/01	3	Train volunteers in healthy lifestyle, with focus on alcohol addiction and smoking cessation
25.	Stan BUZELLE	A.R.A.P.A.M.E.S.U.	Sibiu	04/28/01-05/18/01	3	TOT in basic money management & income generation initiatives for poor families to prevent abandoning children
26.	Laurie McNEILL LEE	The Therapeutic and Education Center for HIV Positive Children – City Hall of Arad	Arad	05/13/01-06/01/01	3	Provide didactic and hands-on training to the staff and parents on adequate and correct care in dealing with targeted children. Share practical experience with local staff in the treatment, behavior and social service of children with special needs. Develop a guideline for the staff focusing on the appropriate behavior related to special cases (such as deceased children, family grieve, etc.)

27.	Arleen KAHN SHIFRIN	TREBUIE	Bucharest Ilfov Olt Braila Bacau Constanta	05/19/01- 06/11/01	3	Provide training to the staff on methods and techniques to identify the needs of mentally disabled children and their families (e.g. support groups) and how to facilitate discussions within support /counseling groups for the parents of mentally disabled children. Share practical experience with local staff in the treatment, behavior, and social service of children and adults with special needs (e.g. training for staff working in the Day Care Centers) and provide technical assistance in the implementation of social services for mentally disabled children. Develop a future collaboration between “Trebuie” and an American partner such as a University, a parents association, or a NGO and provide training to the staff on the management of human resources (e.g. recruitment/selection of new staff, developing job descriptions, evaluation methods, etc.)
28.	Lynne MISZTAL	"St. Macrina" Social Center	Bucharest	05/21/01- 06/11/01	3	Develop and implement a training program for the staff and the maternal assistants working within the Center on methods and techniques to improve the implementation of their social service work. Share practical experience with local staff and recommend similar organizations in the US for future partnerships and experience exchange.
29.	Maryann MARIAN	The RAMSES Foundation, Dej	Cluj	06/03/01- 06/24/01	3	Fundraising; program management; community development
30.	Howard LEVY	“SCOP” Conference on the Prevention of Child Abuse	Sibiu	06/08/01- 06/14/01	1	Improved quality of services for children and families. More and diverse services developed in the prevention of child abuse and neglect. Increased community involvement in the prevention of child abuse and neglect.
31.	Urmil LEVY	“SCOP” Conference on the Prevention of Child Abuse	Sibiu	06/08/01- 06/14/01	1	Improved quality of services for children and families. More and diverse services developed in the prevention of child abuse and neglect. Increased community involvement in the prevention of child abuse and neglect.
32.	Jane WILLIAMSON	“SCOP” Conference on the Prevention of Child Abuse	Sibiu	06/10/01- 06/14/01	3	Improved quality of services for children and families. More and diverse services developed in the prevention of child abuse and neglect. Increased community involvement in the prevention of child abuse and neglect.

		UNICEF / Save the Children Romania	Prahova	06/14/01-06/28/01		The establishment of a network to signal the cases and help the children who suffered any types of abuse. 54 professionals will develop skills on counseling and therapy (for children victims of abuse).
33.	Linn WILLIAMSON	“SCOP” Conference on the Prevention of Child Abuse	Sibiu	06/10/01-06/14/01	3	Improved quality of services for children and families. More and diverse services developed in the prevention of child abuse and neglect. Increased community involvement in the prevention of child abuse and neglect.
		UNICEF / Save the Children Romania	Prahova	06/14/01-06/28/01		The establishment of a network to signal the cases and help the children who suffered any types of abuse. 54 professionals will develop skills on counseling and therapy (for children victims of abuse).
34.	Ruth Ann OBREGON	Elderly Home Care Service – City Hall of Arad	Arad	06/16/01-07/06/01	3	Improving the knowledge of the staff working with the Home Care Service. Training the staff and share her extensive experience on working with elderly people.
35.	Prof. Dr. Yener EROZAN	Center for Health Policies and Services	Bucharest	06/26/01-07/02/01	1	Training on cytopathological aspects of cervical cancer , screening and treatment.
36.	Jennifer DOUGHERTY	Bridges Foundation	Suceava	06/27/01-07/24/01	4	Training program to the Romanian staff on special education, teaching pre-school children with special needs, creative activities with children with special needs.
37.	Alice ROUSE	The Institute of Health Services Management	Bucharest	09/23/01-10/20/01	4	Develop a detailed action plan for a national project concerning smoke prevention and control. Identify and define guidelines for assessing success in health promotion programs. Assist with writing successful grant applications.
38.	J. Beth CIESIELSKI	The ProChild Federation	Bucharest-based, nationwide	10/03/01 - 01/31/02	16	Help writing the final draft of a fundraising plan to be implemented beginning next year. Conduct a training session for the Steering Committee and the newly hired Program Coordinator to begin establishing an effective NGO management system suited for an NGO federation. Conduct a training session on how to begin working as an advocate for children and families.
		The Romanian Association for Promotion of Women, Timisoara	Timis			Design a business plan together with two APoWeR members for the opening of a free medical assistance facility for women and families with more than 4 children and low incomes. Build partnerships between APoWeR and similar organizations from the United States.

		Women's Institute	Bucharest			Technical assistance in grant writing, fund raising, long-range planning, contacts with donors and sponsors and other NGOs and government organizations.
39.	Elise BROMBERG	The Foundation for Elderly Care	Cluj	10/09/01 - 10/30/01	3	Improve and enlarge the activities of the day care center. Provide measures of sustainability of the activities of the day care center. Delineate the roles of the social worker in addressing the needs of seniors from Cluj City.
40.	Elaine LEWIS	Romanian National Organization for Disabled People (ONPHR)	Bucharest	11/01/01 - 11/29/01	4	Information exchange and identification of fundraising activities appropriate for the Romanian business environment with emphasis on collaboration with American companies acting in Romania. Information exchange aiming to identify possible international partners in joint-projects. Exchange of information and training of the Program Coordinator of ONPHR in the management of a nonprofit organization
41.	Kendra BRANDSTEIN	Inima de Copil Foundation	Galati	11/02/01 - 11/27/01	3	Training of staff (20) including social workers, a psychologist, project coordinators and caretakers in the areas of physically, psychologically and sexually abused children, neglected children and/or children with mental disabilities. Hands-on instructions of the clinical staff through hands-on training/teaching by example the areas mentioned above. Provision of any written materials pertinent to the issues mentioned above to use as a local resource.
42.	Susan GYABEN	Romanian Association against AIDS (ARAS)	Bucharest	11/12/01 - 12/03/01	3	Training for peer counselors. Monitor and evaluate their activities. Develop the "Noi si Ceilalti" association (PLWA association).
43.	Marian BALLOS	Department for Child Protection of Dambovita County	Dambovita	11/16/01 - 12/06/01	3	Technical assistance in promoting child protection in natural families, preventing child abandonment and improving program management for easier access to financial support
				07/01/02 - 07/12/02	2	Provide training for the maternal center ("House of Sun") staff on counseling techniques; provide monitoring and team counseling for clients along with the staff
44.	Alan BLUM	Aer Pur Romania	Bucharest	12/11/01 - 12/17/01	1	Training on smoking cessation techniques that can be used by the general practitioners (with emphasis on non-pharmacological, behavioral and linguistic approaches). Training on how to educate patients as well as the public regarding the destructive effect of smoking (in addition to the diseases caused by it).

45.	Marcia LAMPEN	Veritas Foundation Sighisoara	Mures	01/05/02 - 01/18/02	2	Training supervisors, work on a policy manual, mission statement, employee handbook, and procedural manual.
		Bethany Foundation	Bucharest			Technical assistance with domestic adoption networking policy.
46.	Pamela AWTREY	Veritas Foundation Sighisoara	Mures	01/05/02 - 01/18/02	2	Training supervisors, work on a policy manual, mission statement, employee handbook, and procedural manual.
		Bethany Foundation	Bucharest			Technical assistance with domestic adoption networking policy.
47.	Liliana PINETE	Department for Child Protection of Dambovit County	Dambovit	02/16/02 - 03/02/02	2	Designing and implementation of a training program for staff within the Maternal Center focusing on parent-infant bonding as an important mean to ensuring good health and a normal development of the child; methods for approaching the difficulties of a high-risk family; preparing the new parents and/or single mothers for the neonatal period; methods to increase parent-infant interaction during the pre- and post-natal period; ways to improve child health and development outcomes.
48.	Marianne KEUHN				2	
49.	Jillaynn LINDAHL				2	
50.	Eleanor GUILFORD	Department for Child Protection of Sector 5	Bucharest	02/22/02 - 03/15/02	3	Providing training for future foster care families; providing training for social workers (staff) on alternative solutions to institutional placement of abandoned children.
51.	Devra MARCUS	JSI Training & Research Institute	Bucharest	05/09/02 - 05/18/02	1	Assist with the enhancement of primary care to include reproductive health services (family planning, pre and post-natal care, breast and cervical cancer screening, sexually transmitted infections, including HIV/AIDS), and domestic violence; assist with the development of an effective network of reproductive health services and the promotion of the use of reproductive health services by the Romanian population.

52.	Paul YAEGER	The DRG National Project	Bucharest	05/14/02 - 06/01/02	3	Assist with designing a plan for existent and future facilities at hospital level according to the new health system regulations and norms; assist with strategic development of the hospital plans (structures and functions) based on the existent and predictable regulations in the system (including the financing mechanisms); designing a model for integrated planning function appropriate for actual operating environment in Romania, mainly applicable to project hospitals (changing the financing mechanism to a case based system)
53.	Bonnie YAEGER	The National Authority for Child Protection and Adoption (NACPA)	Bucharest, nationwide	05/14/02 - 06/01/02	3	Develop a comprehensive definition (based on the American legislation) of child abuse and neglect and determine which code of law would eventually cover this aspect (i.e. the civil code, the penal code, etc.); elaborate on means and ways to identify and solve cases of child abuse and neglect (possibly related to domestic violence); prepare case presentations (specific instances in the US) and advise which government entity would address cases of child neglect and abuse (i.e. the police, the local administration, any specialized services, etc.); elaborate on the institution of custody (if such concept exists in the US); develop a first legislative draft on child abuse and neglect
54.	Laurie MIKVA			05/14/02 - 06/14/02	4	
55.	Victor GROZA	“Inocentii” Foundation (CW NGO)	Bistrita	04/18/02 - 05/03/02	2	Assisting with program development and improve implementation of the “Me and My Family Together” program; one-on-one training for the DJPDC foster care social workers and the family/child psychologist from “Inocentii” Foundation; help improve the domestic adoption program.
56.	Alan Pomeroy COLLINS	APoWeR! Timisoara	Timis	04/15/02 - 04/30/02	2	Planning and assisting the opening of a Free Clinic using local volunteers and providing free-of-charge services to disadvantaged populations; securing facilities for the clinic, a clinic coordinator / volunteer coordinator, and an appropriate volunteer roster; assisting the fundraising efforts for the first year of operation (the budget will be in the range of 1,000 USD); providing training for the staff of APoWeR in health care issues.

57.	Marge PENNING	Bethany Social Services Foundation, Timisoara Office	Timis, nationwide	05/19/02 - 05/26/02	1	Provide training, transference of knowledge and technical assistance over a period of one full week; train at least 30 people involved in projects for children with special needs from Local Directorate for Child Protection in areas of speech therapy, sensory integration therapy and program implementation.
58.	Lynne PFUND		Timis, nationwide	05/19/02 - 05/26/02	1	
59.	Maija ANDERSON		Timis, nationwide	05/19/02 - 05/26/02	1	
60.	Claire PODEIN		Timis, nationwide	05/19/02 - 05/26/02	1	
61.	Diane JENSEN		Timis, nationwide	05/19/02 - 06/01/02	2	
62.	Daniel ROSEN	The Association of Somatically Disabled People from Romania (ASDPR)	Bucharest	05/20/02 - 06/20/02	4	Assist with designing the main steps needed to develop and implement a project; assist with fundraising (how to find financial support, how to ask for it, international networks of donors and sponsors); assist with working with volunteers (how to find volunteers, how to attract them, how to motivate them) and if possible international contacts.
63.	Chris MATHEWS	World Vision Romania/Constanta Office	Constanta	06/03/02 - 06/21/02	3	Seminar with family doctors from rural areas, and specialized doctors from the HIV clinic; conference with students from the Medical University in Constanta; meetings with the heads of the Local Health Authority, Local Coordinator of the activities for the HIV infected children, Medical Student's League representatives.
		Victor Babes Foundation (Hospital)	Bucharest			Professional experience exchange regarding the HIV/AIDS specialized care and treatment
		JSI Training & Research Institute	Bucharest			Assist with proposal development for the Global Fund for HIV/AIDS, Tuberculosis and Malaria.
64.	Linda HACKETT	The Romanian Midwives Association	Bucharest based, nationwide	06/11/02 – 06/28/02	3	Conduct 4-day seminar on “Skills for Midwives in Childbirth Education”, in Bucharest (June 12 – 15), Baia Mare (June 18 – 21) and Iasi (June 24 – 27).
65.	Mariana PALADE SYROTIAC	The Pro-Child Federation	Bucharest	07/04/02 – 10/04/02	12	Assistance with the advocacy campaign to elaborate and promote the Child's Law; organizational development including fundraising activities; assistance with the development of ProChild's strategic plan.